

# House Amendment 8585

PAG LIN

1 1 Amend Senate File 2423, as amended, passed, and  
1 2 reprinted by the Senate, as follows:  
1 3 #1. Page 3, by inserting after line 8 the  
1 4 following:  
1 5 <10A. An annual report of the department  
1 6 concerning state employee bonus pay as required by  
1 7 section 8A.403.>  
1 8 #2. Page 4, by inserting after line 26, the  
1 9 following:  
1 10 <Sec. \_\_\_\_\_. NEW SECTION. 8A.403 STATE EMPLOYEE  
1 11 BONUS PAY.  
1 12 1. As used in this section unless the context  
1 13 otherwise requires, "bonus pay" means any additional  
1 14 remuneration provided to an employee in the form of a  
1 15 bonus, including but not limited to a retention bonus,  
1 16 recruitment bonus, exceptional job performance pay,  
1 17 extraordinary job performance pay, exceptional  
1 18 performance pay, extraordinary duty pay, extraordinary  
1 19 or special duty pay, advanced appointment rate,  
1 20 incentive pay, and any extra benefit not otherwise  
1 21 provided to other similarly situated employees.  
1 22 2. Unless otherwise authorized by law or required  
1 23 pursuant to a collective bargaining agreement, a state  
1 24 employee shall not, in addition to a salary, receive  
1 25 any bonus pay unless all of the following have  
1 26 occurred:  
1 27 a. All requests for the payment of bonus pay to a  
1 28 state employee shall be submitted in writing on a  
1 29 prescribed form, to the director of the department in  
1 30 which the state employee is employed. The request  
1 31 shall contain a detailed justification for the request  
1 32 explaining how approval of the bonus pay request will  
1 33 benefit the efficiency or effectiveness of the state's  
1 34 operations.  
1 35 b. If approved by the employee's department  
1 36 director, the bonus pay request shall then be  
1 37 submitted to the director of the department of  
1 38 administrative services for review and approval or  
1 39 denial. However, if the bonus pay request is for an  
1 40 employee of the department of administrative services,  
1 41 the request shall instead be submitted to the  
1 42 department of management for approval or denial. A  
1 43 bonus pay request shall not be effective until the  
1 44 request has been approved or denied as provided in  
1 45 this paragraph "b". An approved bonus pay request  
1 46 shall be submitted by a department director to the  
1 47 department of administrative services or to the  
1 48 department of management, as applicable, not less than  
1 49 forty-five days before the end of the fiscal year in  
1 50 order to be approved for payment during that fiscal  
2 1 year.  
2 2 c. A state employee is eligible to receive bonus  
2 3 pay pursuant to an approved bonus pay request only  
2 4 once during each fiscal year.  
2 5 3. The department shall maintain a record of all  
2 6 approved bonus pay requests including copies of all  
2 7 documents submitted in conjunction with such requests,  
2 8 which shall be available for public inspection as  
2 9 provided in chapter 22.  
2 10 4. The director shall prepare an annual report  
2 11 concerning the requirements of this section and  
2 12 present the report at the end of each fiscal year to  
2 13 the joint government oversight committee of the  
2 14 general assembly. Copies of the annual report shall  
2 15 be furnished to members of the public upon request as  
2 16 provided in chapter 22.>  
2 17 #3. By renumbering as necessary.  
2 18  
2 19  
2 20  
2 21 \_\_\_\_\_  
2 21 BAUDLER of Adair  
2 22 SF 2423.301 82  
2 23 ec/nh/21304

